

ORDINANCE
No. 1375

72-544

AN ORDINANCE revising personnel policies in accordance with adopted bargaining agreements and amending Ordinance No. 422.

BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

SECTION 1. Ordinance No. 422, Section 7, is hereby amended to read as follows:

A. Holidays.

9. Thanksgiving Day, as legally designated ((:)) and the day immediately following.

B. Vacations.

1. Every regular full-time employee shall receive vacation benefits as indicated in the following table:

Years of Continuous Service	Monthly Vacation Credit	Equivalent Annual Vacation Credit	Maximum Vacation Accumulation Allowed
((Less-than)) ((3-years)) <u>3 years</u> <u>or less</u>	.833 days	10 days	10 days
((3-to-15)) ((years)) <u>Less than 12 years but more than 3 years</u>	1.25 <u>days</u>	15 days	30 days
((15-years)) ((and-up)) <u>12 years</u> <u>and up</u>	1.66 <u>days</u>	20 days	40 days

10. Employees may continue to accrue additional vacation beyond the maximum specified herein if, as a result of cyclical work loads or work assignments, accrued vacation will be lost. Employees who leave King County employment for any reason will be paid for their unused accrued vacation up to the maximum specified herein. Employees shall use or forfeit the excess accrual prior to December 31 of each year.

C. Sick Leave.

10. Separation from King County employment, except by retirement or reason of temporary lay-off due to lack of work or funds, shall cancel all sick leave currently accrued to the employee. Should the employee resign in good standing and return to the County within one year, accrued sick leave shall be restored.

12. King County will reimburse those employees who have at least five (5) years' service and retire as a result of length of service twenty-five percent (25%) of their unused, accumulated sick leave to a maximum of thirty (30) days. All payments shall be made in cash, based on the employee's base rate, and there shall be no deferred sick leave reimbursement.

F. Family Care and Death. Three sick leave days of absence from the job may be granted due to a requirement to care for immediate family members who are seriously ill. Three days of absence from the job may be granted in each instance when a death occurs to an immediate member of the employee's family. All such leaves will be granted with pay and will be charged against the employee's accumulated sick leave account. Regular full-time employees with no accrued sick leave shall be entitled to not more than three (3) days' bereavement leave for each absence due to death of members of their immediate families. In cases of family care where no sick leave benefits exist, the employee may be granted leave without pay. A holiday or regular day off which falls within the said three days shall not be charged to sick leave, but shall be counted as part of the three days.

K. Unemployment Compensation. King County will implement a self-insured form of unemployment compensation. The unemployment compensation will meet the following criteria:

1. Provide coverage for all full-time regular employees who have completed their probationary

1 period, except that the foregoing does not
 2 include limited-term employees.

3 2. Coverage will apply only to those employees
 4 who are laid off as a result of a reduction in
 5 work or funds.

6 3. Employees who are receiving compensation
 7 under this program must provide evidence of
 8 actively seeking employment.

9 4. The benefit will be the same as the State
 10 of Washington unemployment compensation but
 11 shall be good for twenty-six (26) weeks only
 12 (no extended benefits).

13 SECTION 2. The effective date of the revisions set forth in
 14 SECTION 1 shall be January 1, 1972, except for sub-section B.10.,
 15 whose effective date shall be June 4, 1972.

16 PASSED by the Council at a regular meeting thereof on the
 17 5th day of September, 1972.

KING COUNTY COUNCIL
 KING COUNTY, WASHINGTON

21 ATTEST:

George J. Owen
 Chairman

22 Lee Kraft
 23 Administrator-Clerk of the Council
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25 APPROVED this 12th day of September, 1972.

26 [Signature]
 27 King County Executive
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